



4th Tank Battalion Commander's
Equal Opportunity Policy Statement

4 March 2012



Discrimination, sexual harassment and hazing are contrary to our core values, erode morale and will not be tolerated in any form. Our mission demands mutual trust and respect that can only exist in an environment where every individual is treated with respect and dignity, regardless of race, color, gender, religion, age or national origin.

Equal Opportunity is a leadership issue. All reports of discrimination, sexual harassment or hazing will be immediately addressed, thoroughly investigated, properly adjudicated and handled with the utmost professionalism and dignity. The same is true for any acts of reprisal for reporting discrimination, sexual harassment or hazing.

If you are a victim of discrimination of any kind or you witness any act of discrimination, immediately contact the AITB-E Equal Opportunity Representative (EOR). In cases of inappropriate comments or behavior that are not criminal in nature, the preferred course of action is the Informal Resolution System (IRS). The IRS allows individuals to resolve issues at the lowest possible level. The primary method for addressing formal complaints of discrimination or sexual harassment is Request Mast.

I expect all who serve within our Marine Corps family to treat each other with dignity and respect.

Semper Fidelis,

Brian D. Kelly
LtCol, USMC
Commanding Officer